

Dr. Kevin Allyn Rushing, currently the USAID Mission Director to Nepal has more than 30 years of professional experience in strategic planning, design and implementation of economic development and humanitarian assistance programs. Dr. Rushing has managed activities in the areas of civil-military affairs, counter-insurgency operations, democracy and governance, rule of law, human rights, cooperatives and microcredit lending, humanitarian and disaster assistance, rehabilitation of essential municipal infrastructure and services, environmental health policy, coastal and natural resources management, conservation and biodiversity, agricultural and livestock production and research, veterinary and human public health, prevention and care. This includes management positions in Nepal, Iraq, Ethiopia, Jamaica, Cambodia, Washington, D.C., Bosnia-Herzegovina, the Russian Federation, the Philippines, Bangladesh and Indonesia. Dr. Rushing also served three years with the United States Army during the Vietnam War.

In his current capacity as Mission Director, Dr. Rushing is responsible for formulating the overall direction and providing strategic leadership for program interventions for the entire USAID Nepal Mission with an active development portfolio of over \$200 million. Dr. Rushing is currently responsible for managing a staff of 82 with 14 U.S. Foreign Service Officers, 8 U.S. Personal Service Contractors (USPSC's), and 60 Foreign Service nationals (FSN's). Program areas include peace support, democracy/governance, health/family planning, education, economic growth and environment. New programs planned in FY 2010 will focus on nutrition, environmental health, agricultural productivity and trade and global climate change. Dr. Rushing also provide managerial oversight for USAID's Office of Transition Initiatives (OTI) whose programs complement the Mission's development portfolio.

Under the leadership of the U.S. Ambassador, Dr. Rushing participates as a member of the interagency team to develop and implement a consolidated USG multi-year country strategy. Based on his technical knowledge, experience, and competencies of USAID Mission staff and implementing partners, Dr. Rushing contributes critical input to the country strategy and operational plan, and determines the most effective means to implement programs and activities through USAID. As a member of the Embassy senior staff, Dr. Rushing serves as Acting Deputy Chief of Mission (DCM), is part of the Emergency Action Committee (EAC) and serves on the International Cooperative Administrative Support Services (ICASS) council.

Prior to his assignment to Kathmandu, Nepal, from May 2008 to June 2009, Dr. Rushing was the Deputy Team Leader and USAID Representative of the embedded Provincial Reconstruction Team (ePRT) in Fallujah, Iraq. Dr. Rushing was responsible for implementing U.S. policies and providing oversight of more than \$50 million in counter-insurgency and development programs in Anbar's district of Fallujah. Through his inspirational organizational leadership, numerous acts of personal bravery and compassion, and astute management of a

20 person inter-agency team and resources, Dr. Rushing had a direct and significant impact on the monumental strategic shift that took place in Iraq. Dr. Rushing worked closely with the U.S. Marine Corps and local district and sub-district officials on counter-insurgency operations which consisted of emergency relief, humanitarian assistance, democratic governance, reconstruction, business and agricultural restoration, microcredit lending, and social development activities. Dr. Rushing recognized that improving security conditions and broader, more substantive interactions with the Iraqi population were mutually reinforcing and inter-dependent objectives. Therefore, from day one, Dr. Rushing tirelessly and creatively strived to establish personal relationships with all strata of Fallujah society, engaging formal authorities but also gaining access to the tribal circles and anonymous individuals who were often the real power brokers in inscrutable (from an American perspective) Middle Eastern cultures. With over 100 missions "outside of the wire," Dr. Rushing gained immeasurable credibility in Fallujah, both among his Iraqis and U.S. Marine Corps colleagues. Dr. Rushing is an accomplished professional, who negotiates and obtains agreement, cooperation and support of senior public officials and local administrators. The overall goal of Dr. Rushing's effort was the restoration of public security and restoring trust in local Iraqi authorities.

Before his assignment to Fallujah, Iraq, from February 2006 to April 2008, Dr. Rushing was the Deputy Mission Director for the \$400 million bilateral program and operations in Addis Ababa, Ethiopia and frequently served as the Acting Mission Director. He participated with the Mission Director, and under the overall leadership of the Ambassador, as a member of the interagency team to develop a consolidated, multi-year USG country strategy and operational plan. Based on his knowledge, experience, and competencies of the USAID staff and implementing partners, he contributed critical input to the strategy and plan, and determined the most effective means to implement programs through USAID or other agencies. He had specific responsibility and was accountable for all USAID staff, operations, and programs in seven of the USAID Mission's nine offices including the food, agriculture, education, health and private sectors and procurement, financial and management services, supervising their nine Office Chiefs who report directly to him. He also shared responsibility for USAID relationships with and support for the U.S. Embassy (the second largest in Africa) and its Ambassador and with the Government of Ethiopia (GOE).

Dr. Rushing served on the Senior Mission Management Team, chaired the Mission Training Committee and the Emergency Task Force, and was a member of the interagency International Cooperative Administrative Support Services (ICASS) Council, the Housing Board, and the Awards Committee. In short, Dr. Rushing managed one of USAID's largest operations and broadest programs in Africa, in a country with political tensions, a defensive leadership, and frequent disasters and regional conflicts. Dr. Rushing was also requested by the U.S. Ambassador to be the Acting Deputy Chief of Mission (ADCM) for the \$400 million President's Emergency Plan for AIDS Relief (PEPFAR) program in Ethiopia.

Before his assignment to Addis Ababa, Ethiopia, from 2003-January 2006, Dr. Rushing was the Deputy Mission Director for the \$17 million per year USAID Jamaica bilateral program, based in Kingston, Jamaica and for the \$12 million per year USAID Caribbean Regional Program (CRP) based in a satellite office in Bridgetown, Barbados. As a result of the massive destruction in the Eastern Caribbean and Jamaica brought by Hurricane Ivan in September 2004, the Mission also managed a \$60 million, one-year Special Objective for hurricane recovery/reconstruction in Jamaica, Grenada, Bahamas, Trinidad & Tobago. Dr. Rushing played a leading role in the design and implementation of the reconstruction effort.

Prior to his assignment to Kingston, Jamaica, from 2001-2003, Dr. Rushing was the Director of the Office of General Development and de facto Deputy Mission Director for the Regional USAID Mission in Phnom Penh, Cambodia. He was responsible for promoting democracy in Cambodia and for humanitarian assistance programs in Cambodia, Vietnam, Laos, Thailand and Burma. Dr. Rushing was a senior member of the USAID Mission Management team and advised the Mission Director and the U.S. Ambassador on the United States Government's largest ESF supported democracy, governance and human rights program in the world. Dr. Rushing also served as the de facto Deputy Mission Director and Mission Director during the Director's absence from Cambodia.

Before his assignment to Phnom Penh, Cambodia, from 1998-2000, Dr. Rushing was the Officer-in-Charge (OIC) for the Central Asian Republics Desk and the critical point of contact for the Europe and Eurasia (E&E) Bureau's relationships with the USAID Central Asia Mission in Kazakhstan and the Regional Program Offices in Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan. Dr. Rushing provided support for the Mission's bilateral and regional activities, including strategy, project, non-project, and food aid development, monitoring, implementation and review; personnel and budgeting; external relations and information; and country specific donor coordination.

Before his assignment to Washington, D.C., from 1996-1998, Dr. Rushing was the General Development Officer for USAID/Bosnia's \$182 million Municipal Infrastructure and Services (MIS) Program. He was responsible for managing the USAID/Tuzla Field Office and implementation of the reconstruction of war damaged infrastructure projects in politically sensitive and emotionally charged environments. Dr. Rushing was responsible for identifying and resolving problems in the field with local government units, as well as project coordination and integration with other donors, the US Army/NATO and inter-governmental organizations such as the United Nations and the Office of the High Representative. As the General Development Officer for the USAID/Tuzla Field Office, Dr. Rushing managed a highly visible portfolio which supported the Dayton Peace Accords by helping to create an environment for the return of displaced persons, reactivation of a war-devastated economy and reintegration of ethnic groups separated by conflict.

Before his assignment to Bosnia-Herzegovina, from 1994-1996, Dr. Rushing was the Deputy Director and the Environmental Health Officer for the USAID Office of Environment and Health in Moscow, Russia. He was responsible for the overall implementation and management of a \$230 million program, which included preparation of sector analyses, strategies, and non-project assistance programs, field support through TDY assistance, and coordination of all policy matters directed towards relevant environment and health objectives for the USAID Moscow Mission. Furthermore, as an Environmental Health Officer, Dr. Rushing was responsible for a broad range of technical analysis and research in environmental health and natural resources management.

Prior to Moscow, Russia, from 1993-1994, Dr. Rushing was the Deputy Director for the Food, Agriculture and Resources Analysis (FARA) Division, USAID Bureau for Africa. In addition to assisting the Director of FARA with managing the Division, Dr. Rushing was responsible for coordinating all policy matters relevant to the Development Funds for Africa (DFA) for the Bureau and 40 field Missions in Africa. Dr. Rushing was also given the responsibility for all-technical analysis and research in agriculture, environment and natural resources.

Prior to his assignment to Washington, D.C., from 1988-1993, Dr. Rushing served as the Director of the Natural Resources Division and Mission Environmental Officer for the USAID Mission in the Philippines. Dr. Rushing successfully designed and implemented the largest "debt-for-nature swap" executed by USAID, as well as the design and implementation of the \$20 million Industrial Environmental Management Project (IEMP). In addition, Dr. Rushing developed and implemented the \$125 million Natural Resources Management Program (NRMP), which evolved the USAID Mission's traditional agricultural research portfolio to one that included the conservation and preservation of the biological diversity and environmental quality of the Philippines. In the development of these programs, Dr. Rushing was the sole technical advisor both to senior USAID management and to the Philippine Government and gained a keen appreciation for the necessity of collaboration among the government, donor community, private sector, and non-governmental organizations in order to achieve the goals and objectives of the various programs under his purview.

Prior to serving in the Philippines, from 1985-1988, Dr. Rushing served as an Agricultural Development Officer to the USAID Mission to Bangladesh. In this capacity, he managed USAID's largest agricultural research portfolio (\$71 million). During this time, he developed and implemented the transition of the program from one requiring extensive USG funding to one that achieved sustainability as evidenced by an increase in local funding and decreased dependence on donor assistance. As a part of this program, Dr. Rushing worked extensively with other donors, international research entities and Private Voluntary Organizations

throughout the country.

Before his assignment to Bangladesh, from 1981-1985, Dr. Rushing served as an Agricultural Development Officer to the USAID Mission to Indonesia. Dr. Rushing successfully developed and managed the Aquatic Resources Development Project and served as the Mission's technical advisor and project officer in matters related to implementation, policy and programming in the fisheries, livestock, agricultural mechanization, remote sensing and land tenure sectors.

Before his assignment to Indonesia, from 1980-1981, Dr. Rushing was sworn into the USAID International Development Intern (IDI) program as a Foreign Service Officer. During his tenure in Washington, D.C., Dr. Rushing received intensive training in executive management; environmental impact assessments; project/team management; contracting and financial management. Upon transfer to Indonesia in 1981, Dr. Rushing served as an IDI in the finance, program, contracting and technical offices for periods of one to three months each, before he was assigned as the Agricultural Development Officer to the Citanduy Watershed Development Project.

Throughout his career with USAID, Dr. Rushing has exemplified strong leadership in the areas of democracy and human rights, post-war infrastructure reconstruction, health, environmental and natural resources conservation. He has demonstrated a further ability to develop partnerships between the public and private sectors to ensure the sustainability of these programs, while maintaining a scientific objectivity with regard to programmatic goals and objectives. He has consistently maintained the highest standards of integrity throughout his career with the Agency.

Outside of USAID, Dr. Rushing enjoys practicing veterinary medicine as a hobby. If called upon for veterinary advice, Dr. Rushing provides his veterinary services (pro bono) to international and local wildlife conservation projects, endangered species-captive breeding programs, wildlife rehabilitation centers and zoological gardens. Dr. Rushing is an avid scuba diver, enjoys playing tennis, collecting antique furniture and traveling to different regions of the world with his spouse, Deborah A. Singiser, daughter, Evelyn Ann and son, Robert Stephen.